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Intermountain Reporter

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Dixie National Forest Combines Forces with Navajo Nation to Achieve Diversity

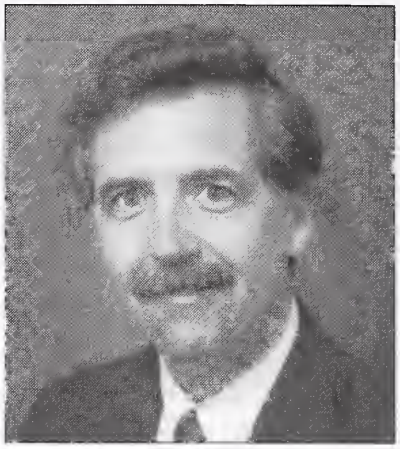
The "Navajo Strike Team" has become a huge success for the Navajo Nation and the Dixie NF

The Navajo Strike Team has helped the Dixie NF diversify its workforce, and has returned over $500,000 to the Navajo Nation in salaries.

Initiated in 1988 to assist with wildland fire suppression efforts, the Color Country Navajo Strike Team is an idea that has blossomed into a mutual relationship between the Navajo Nation and the Dixie NF. Beginning with scrounged equipment from across the forest and a pool of 47 firefighters from the Le Chee Chapter of the Navajo Nation, the crew has built a name for itself as a reputable, experienced wildland fire suppression crew.

Continued on page 16

Thanks for Your Patience as the Budget Battle Continues



I was originally going to use this space to talk about the recent furlough and what we as individuals may need to think about to plan for the financial security of our families in these uncertain times. The thoughts in my letter to all employees on January 17 would have been the subject of this message, but I felt the need to get them out to you in a more timely manner.

I do want to take the opportunity to express my appreciation, on behalf of the Regional Forester Team, for the efforts and hard work during the furlough from those employees who worked without knowing whether or not they would be paid. And thanks to all of you who came back after the furlough to face the work that had piled up while you were out. I heard lots of positive comments from Forest Supervisors and Staff Directors in the Regional Office regarding the way everyone came through the furlough and dug in when they got back. Thanks!

As you know, the budget discussions and debate between the Administration and Congress are continuing, and I don't think anyone can fully predict the outcome. We are now operating under a Continuing Resolution until March 15, and are still sorting out the various program levels covered by this current CR. We're all hopeful that our appropriation bill will be passed before this CR expires.

However, there has been speculation by some members of Congress that agreement won't be reached until the American people decide at the polls next November. If that's the case, we may be looking at a series of CRs for the rest of this fiscal year.

Regardless of the outcome, I know that all of you will get on with the job at hand, under whatever constraints we have, and do it well. On behalf of Jack and Clair, the Regional Forester Team is confident of that, and we appreciate the dedication and commitment of everyone in the Intermountain Region.

The Regional Forester Team is also committed to keeping each and every one of you informed as soon as we learn any new or additional information as we go through this unprecedented year.

Dale

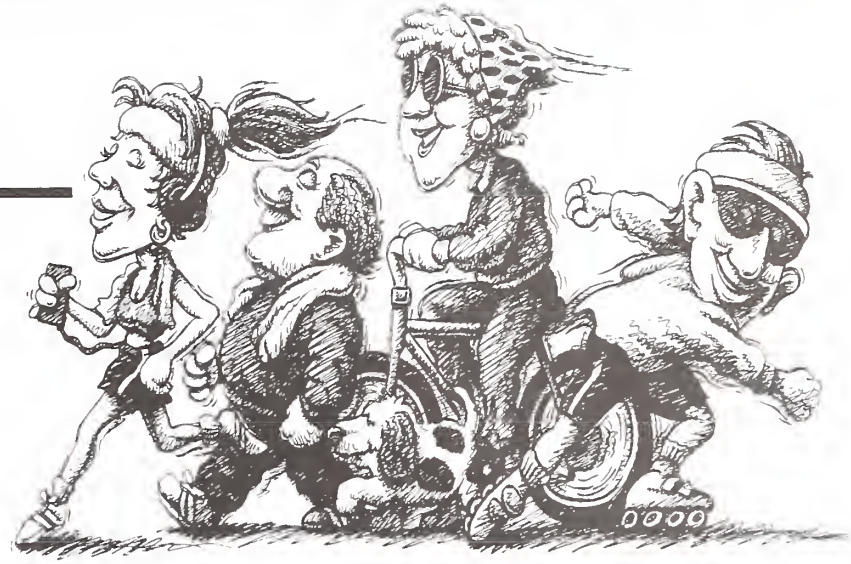
Editorial Policy—Intermountain Reporter

The following editorial policy reflects the Regional Forester's desire to produce a quality Regional newsletter that enhances internal communications and helps make the Intermountain Region a good place to work.

1. Articles in the Intermountain Reporter will feature people.
2. Each issue will attempt to contain something about each National Forest within the Region.
3. The Regional Forester's message will express his current feelings regarding situations within the Region.
4. The content of the Reporter will be consistent with Forest Service policy.
5. All submissions must be delivered to the Editor by the 1st of the month prior to the desired publication date.
6. Articles should be sent to the Editor on DG, (M.DUGAN:R04F12A) and a hard copy to Meghan Dugan, Payette NF, P.O. Box 1026, McCall, Idaho 83638. Photos to accompany text are to be sent to the Editor separately.
7. Articles should not exceed 800 words in length.
8. Photos should be black and white.
9. All articles are subject to editing.
10. Not all articles that are submitted will be printed.
11. The Editor has final say over content.

Exercise as a Stress Reliever—

FACT or FICTION?



We've all heard the saying "sweat away your stress," but does exercise really do anything to help relieve stress or is exercise stress itself?

When emotions build up, we seek physical outlets. It feels good to "let it out," so we slam doors or throw dishes. Our body is prepared to do something physical because it has been physiologically prepared to handle the stress. We need to use stress products in a positive manner—a manner that will make us feel better and not violate anyone else's rights.

Exercise is good not only for your physical health but for your psychological health as well. Physical health is the status of your body and its parts. Vigorous exercise does the following:

- Improves the functioning of the lungs and circulatory system so that transportation of food and oxygen to cells is facilitated.
- Provides the lungs with greater elasticity to breathe in more air by expanding more.
- Delays the degenerative changes of aging.
- Increases the production of red blood cells in the bone marrow, resulting in a greater ability to transport oxygen to the parts of the body where it's needed.
- Helps maintain normal blood pressure in normotensives and lower blood pressure in hypertensives.
- Results in a quicker recovery time from strenuous activity.
- Strengthens the heart muscle the way other muscles are strengthened—by exercising it.
- Results in a lower pulse rate, indicating that the heart is working more efficiently.
- Burns calories, thereby helping prevent hypertension, heart disease, diabetes, and other conditions related to excess body fat.
- Accelerates the speed and efficiency with which food is absorbed.
- Tones muscle to improve strength and create a more visually appealing physique.
- Increases endurance.
- Improves posture.
- Decreases low-density lipoproteins (associated with heart disease) and serum cholesterol.
- Raises high-density lipoproteins (protective against heart disease).

If you exercise, you will be more sensitive to your body. For example, you will more readily recognize muscle tension. Further, with an exercised body, you will improve your physical self-esteem. In many ways, exercise will help you be less stressed and will allow you to focus on something other than your daily problems. Exercise also lets you use the products of stress such as increased blood glucose, heart rate, and muscle tension.

The benefits of exercise for psychological health include the following:

- Having more self-esteem due to feeling fit and feeling good about your body.
- Being more positively perceived by others, since a more attractive physical appearance leads other people to consider you more poised, sensitive, kind, sincere, and more socially and occupationally successful.
- Feeling more alert and able.
- Being a better worker, since healthy men and women miss fewer days of work, have less illness, are involved in less accidents, and have a better attitude toward work.
- Decreasing feelings of depression and anxiety.
- Being better able to manage stress, resulting in a decrease in stress-related behaviors.

One reason for the psychological benefits of exercise is the release of chemical substances by the body during exercise. One of these substances is a brain neurotransmitter called endorphins. Endorphins act as opiates might act; that is, they decrease pain and produce feelings of well-being. The much discussed and researched "runners' high"—a feeling of peace and euphoria reported by long-distance runners—is suspected of being a result of endorphin secretions by the brain.

So the next time you are feeling "all stressed out," turn that stress into something positive— improve your physical and psychological health by exercising and sweat away that stress.

Source: Comprehensive Stress Management by Jerrold S. Greenberg

Seasonal Affective Disorder—
The SAD Truth About Winter Blues

Many people complain of feeling down, less energetic, putting on a few pounds, and having difficulty getting up in the morning throughout the dark, short days of winter. They may chronically feel depressed and fatigued and want to withdraw from their work and social contacts. They often become less productive at work and complain the quality of work is gone. In extreme cases, they may sleep as many as four or more hours per day than normal, have greatly increased appetites sometimes accompanied by cravings for sweet and starchy foods, resulting in a substantial amount of weight gain. Women frequently report worsening of premenstrual symptoms.

Sound like the holiday blues? Well, it's not! It has everything to do with the winter season, and nothing to do with the holidays.

Recent studies indicate **about three times as many people suffer from either Season Affective Disorder (SAD) or "Winter Doldrums," a sub-clinical level of SAD, than the more publicized "holiday blues."** These people notice the return of SAD-like symptoms each winter and are bothered by them, but remain fully functional.

As much as 25 percent of the population at the middle to northern latitudes of the US experience some form of these winter blues. The prevalence of SAD in the US worsens with increasing latitude and is estimated to raise from 1.4 percent of the total population in Florida to 10 percent of the population in Idaho.

Despite the presence of physical symptoms, physical examinations and lab tests are routinely normal in individuals with SAD. So a diagnosis for the condition rests on patterns in the patient's history. A family history of mood disorder, alcohol abuse, and SAD itself, is common in a patient's first degree relatives. A recent Australian study of twins also suggests that SAD is, to some degree, an inherited trait.

Shedding Light on SAD Benefits of Light Therapy

Light deprivation is the principle reason for SAD. While it occurs most commonly as a result of the short, dark days of winter, it may also be due to dark indoor working environments, unseasonable cloudy spells, or visual impairments. Norman Rosenthal, Chief of Environmental Psychiatry Section at the National Institute of Mental Health, Bethesda, Maryland, states that "for many patients with SAD, light therapy should be regarded as a first line treatment given its high success and acceptance rate." According to Rosenthal, light therapy is the best known treatment for SAD.

Light therapy involves exposure to intense light under specified conditions. The recommended system consists of a set of florescent bulbs installed in a box with a plastic defusing screen set up on a table or desk top where one can comfortably sit for treatment sessions. Treatment is simply sitting close to the light box with the lights on and eyes open. The patient is free to engage in activities like reading, writing, or eating. What is important is to orient the head and body toward the light, concentrating on activities on the surface illuminated by the lights and not on the lights themselves. Treatment sessions can last from 15 minutes to three hours, usually once a day.

For many people with winter depression, and especially those with minor "doldrums," it's helpful to increase the amount of indoor lighting with regular lamps. It was previously believed that full-spectrum light was necessary to alleviate the symptoms of SAD or winter doldrums; however, recent tests indicate that regular lamps are just as effective.

Marked improvement is usually seen within four or five days, if not sooner. The symptoms often return in about the same amount of time when lights are withdrawn. Since some people take longer than the usual few days to respond to lights, experts say it is worth persevering a week or two before concluding that light therapy doesn't work.

The therapeutic level of illumination has several known psychological effects. Blood levels of the hormone melatonin, which may be abnormally low at certain times of the day, are rapidly reduced by light exposure. Depending on when bright light is presented, the body's internal clock, which

controls daily rhythms of body temperature, hormone secretion, and sleep pattern, shifts ahead or is delayed when stimulated by lights.

People occasionally report eye irritation and redness, which can be alleviated by sitting further from the lights or for shorter periods of time. Using a humidifier to counteract the dryness of winter air indoors may also help. The most traumatic side effect, and one which occurs infrequently, is a switch from a lethargic state to an overactive state in which one may have difficulty getting normal amounts of sleep, become restless, and even reckless. This sudden increase in light exposure is very similar to the symptoms found in "spring fever."

Although the Food and Drug Administration is still considering the therapeutic benefits of light boxes, the American Psychiatric Association and the US Public Health Service Agency for Healthcare Policy and Research, have published guidelines and endorsed the use of light therapy for winter depression. Light boxes are commercially available, but anyone suffering serious depression should seek professional recommendation before obtaining a unit.

Light therapy apparatus is available from several manufacturers at prices ranging from $300 to $600, depending on how elaborate the design features are. It's not recommended to construct a light box at home because of the dangers of creating electrical or heat hazards.

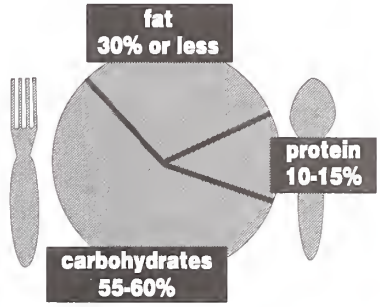
Free treatment is available for research volunteers at SAD Clinical Research Centers in the US, Canada, Japan, Europe, Australia, and elsewhere. Presently, the National Institute of Mental Health is screening patients. For more information, write the Public Inquiries Branch, 900 Rockville Pike, Bethesda, MA 20892.

by Larry Gold, M.Ed.
Professional counselor, mediator, and founder of Alternate Solutions, a counseling firm

A calorie is a calorie. NOT!

Instead of counting calories, pay attention to where they come from. Calories from carbohydrates are less likely to be stored as fat and more likely to energize muscles than calories from fat.

To look and feel great your diet should look like this:



Less means more!

Bite for bite, complex carbs like those found in grain foods contain less than half the calories found in fat.

1 fat gram

equals 9 calories

1 carbohydrate gram

equals 4 calories

There's no need to starve! If you fill up on high-carb foods you can eat more and have less to burn off at the gym and more energy to build muscle. That's why dietary guidelines recommend 6 to 11 servings of carbohydrate-rich grain foods such as bread, cereal, pasta, crackers and rice.

Grains of Truth About Nutrition

NUTRITION

Nutrition is an ever-changing science. Continual research increases our knowledge about what nutrients in what amounts are needed to maintain the human body and help keep it disease-free.

In 1990, the U.S. Departments of Agriculture and Health and Human Services released the third edition of the "Dietary Guidelines for Americans." There are seven basic guidelines:

- Eat a variety of foods.
- Maintain a healthy weight.
- Choose a diet low in fat, saturated fat, and cholesterol.
- Choose a diet with plenty of vegetables, fruits, and grain products.
- Use sugars only in moderation.
- Use salt and sodium only in moderation.
- If you drink alcoholic beverages, do so in moderation.

These guidelines also recommend the number of servings that should be eaten from the Basic Five Food Groups, which are illustrated by the Food Guide Pyramid.

CARBOHYDRATES

There are two types of carbohydrates: **simple and complex.** Simple carbohydrates are found in sugars such as table sugar, molasses, honey, lactose (in milk) and fructose (in fruits). They break down quickly during digestion and provide an immediate source of energy into the blood stream.

Complex carbohydrates are starches such as those found in grain products and some vegetables (potatoes and corn). Wheat flour is a good source of complex carbohydrates, the most efficient source of energy available.

Complex carbohydrates break down slowly during digestion, giving the body a time-released source of energy. Athletes often eat 60 to 70 percent of their diet as complex carbohydrates so they can store adequate energy in the muscles for endurance events. The brain also uses complex carbohydrates to function properly.

FIBER

Fiber is a general term for the indigestible part of plant foods. It provides almost no energy or calories for the body. Grain products, fruits, vegetables, and legumes are good sources of fiber. Dairy products, meat, poultry, fish, fats, and sweeteners have virtually no fiber.

There are two types of dietary fiber: insoluble and soluble. White flour products are a good source of **soluble fiber**, which has been shown to lower blood cholesterol levels. Whole wheat products and bran are sources of **insoluble fiber**, which acts as a bulk producer to help prevent constipation, relieve hemorrhoids, and prevent diverticular disease. Wheat bran may also reduce the risk of colon cancer, and according to recent studies, may help prevent breast cancer.

There is no current Recommended Dietary Allowances (RDA) for fiber, but the American Dietetic Association recommends 20 to 35 grams per day. According to a 1988 USDA Nationwide Food Consumption Survey, Americans are eating far less than that amount–about 12 grams per day.

PROTEIN

The body needs about 12 to 15 percent of its calories in the form of protein. Proteins consist of amino acids and are essential for tissue maintenance and growth. There are eight essential amino acids that must be obtained from food because the body cannot make them or convert them from other nutrients.

Complete protein sources, such as egg, milk, and meat products, contain all eight essential amino acids in the necessary proportion.

How many servings will do?

The dietary guidelines and the Food Guide Pyramid stress the need for Americans to eat six to 11 servings of bread, cereal, rice, and pasta each day. Grains were chosen as the base of the pyramid because Americans should eat at least 50 percent of total calories in the form of complex carbohydrates. Grain products are also an excellent source of fiber, the major B vitamins, and iron.

Incomplete protein sources, such as wheat and other grains, may contain all eight essential amino acids, but not at adequate levels. Combining wheat or other cereal grains with animal proteins or legumes will make the grain protein complete.

FAT

Fats provide warmth, power to move, healthy skin, and cushions for body organs. Fat is an essential nutrient, but should comprise less than 30 percent of total caloric consumption. Americans, however, consume about 35 to 40 percent of their total calories from fat.

B-VITAMINS

Thiamine (B1) is needed daily for good appetite, digestion, and healthy nerves. It also helps the body make better use of fat and carbohydrates. Wheat foods may provide as much as a third of the daily requirements for thiamine.

Riboflavin (B2) is found in many plant and animal foods. It is essential for the use of protein by the body.

Niacin was once called the "anti-pellagra" vitamin. Since the niacin enrichment of white flour products in the 1940s, pellagra has basically been wiped out in the United States.

Wheat foods are good sources of thiamine, riboflavin, and niacin. What is removed in milling white flour is replaced through enrichment. The body uses these vitamins the same way it does those found in whole wheat flour.

IRON

With the help of copper, iron combines with protein to form hemoglobin, a compound in red blood cells that transports oxygen to each cell in the body and carries carbon dioxide away to be exhaled.

Iron-deficiency anemia is a problem in the United States, primarily among teenagers and women of child-bearing age. Enrichment of white flour products with iron has lessened the occurrence of iron-deficiency anemia significantly in the United States. Wheat foods are all considered reliable sources of iron for normal dietary needs.

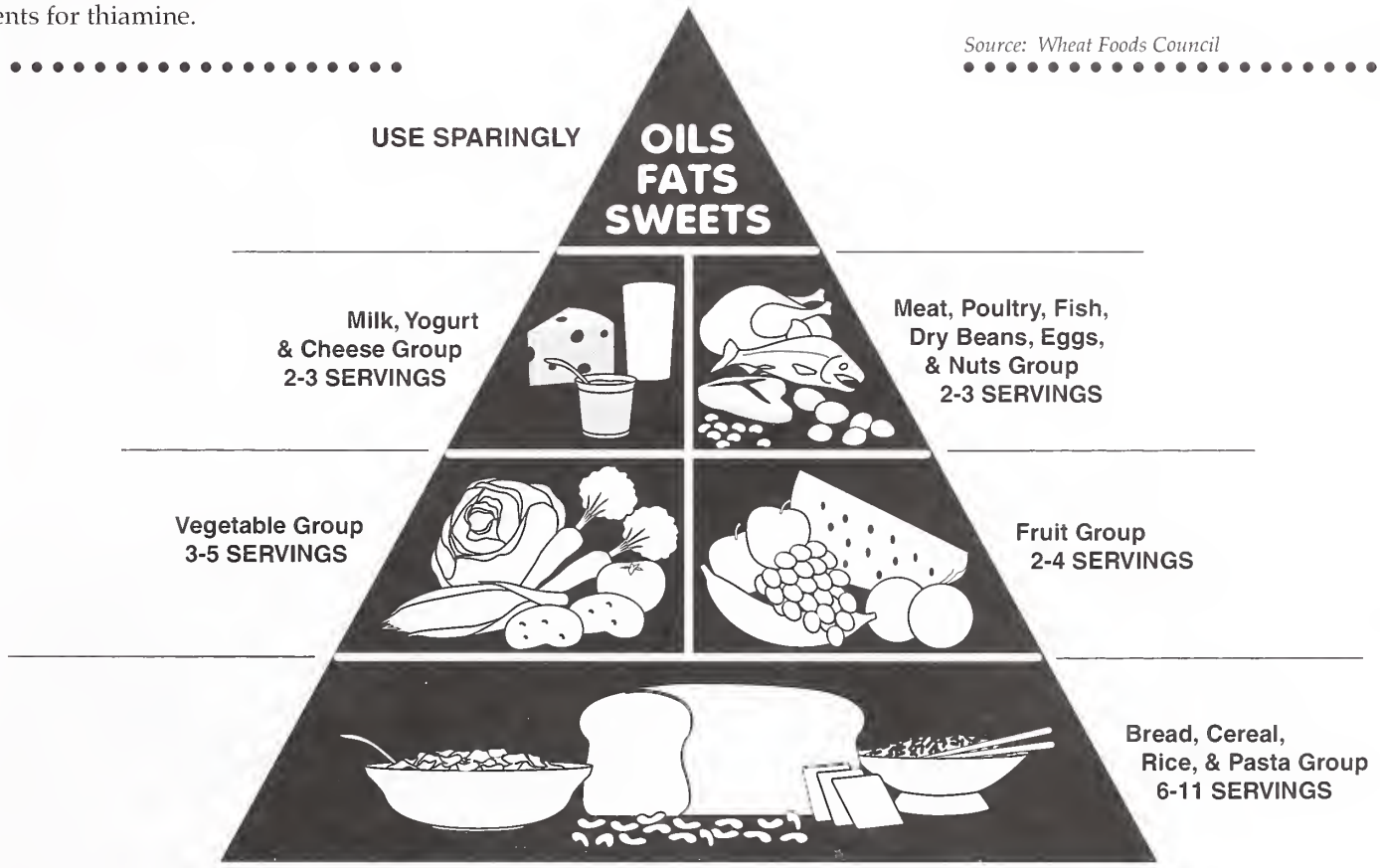
ZINC

Recent medical research has demonstrated the importance of zinc in the diet, particularly for skin healing and growth properties. Wheat foods are a good source of zinc.

FOLACIN

Whole wheat products are a good source of folacin, which has been shown to help prevent birth defects.

Source: Wheat Foods Council



WINTER WORKOUTS

They're Good For You and They Don't Even Have to HURT!

"Would you look at the weather? It's NASTY out there!"

"You really should go, you know."

"Yeah, but what about that big project deadline? There's just no time!"

"Maybe you'd lose a few pounds."

"Hey, that's what big sweaters are for, dummy!"

If this dialog sounds familiar, you are not alone. I don't know about you, but these little voices in my head keep me company throughout a good part of the day. I'm talking exercise here, health and fitness, brown rice and hand weights. You know, one minute you're looking at the Nike "Just do it" ad and the little voice with the stirrup tights on says, "Yeah that's it, let's go lift weights!", and the next thing you know, your supervisor walks through the door and asks for your notes for next week's budget presentation. Right then, the other little voice, the one with the big sweater, cracks the whip and says, "Time to get to work, girlie!"

How to stop those voices from having their own little war in your head? Get them to sit down at the negotiating table. Say, "Hey little voices, it's time to talk TURKEY here (not burgers). Let's try to get some kind of ROUTINE going, and I don't mean straight to the doughnut shop either!"

Now, just to qualify myself a little here, the reason I've gotten so PERSONAL is not because I'm an expert, but because I think those "tell it like it is" stories work to help motivate others. You can look at this story and say, "Hey, if SHE can do it, so can I!" You are even free to take this page down the hall and tell someone how much better you are at motivating yourself to exercise, because if that's what gets you to the gym today, then I've accomplished my goal, to get YOU to, that's right, JUST DO IT!

The author and her family. Winter workouts are even more fun if you can all get together and make it a family affair!

So, let's talk routine, Most of us around the region are into the heart and soul of winter. We live and breathe ice and snow. For me, the thought of keeping up the summer exercise routine is intimidating when it takes fifteen minutes to get my clothes off for heaven's sake!

One of the best ways I've found over the years to stay in shape, even in the depths of winter, is to do what's available for that time of year. I, in fact, call myself an exercise opportunist. If the downhill skiing is terrible, it probably means the cross-country is great. If it's a crowded class time at the gym, maybe some racquetball courts are free. If you're a runner, diagonal-stride cross-country skiing is your perfect winter-time cross-over.

Used to taking those summer-time noon walks with your friends? They make wonderful spikes for your shoes. Been dying to try those cute new little snowshoes, haven't you?

The message is: DON'T GIVE UP! I see many people "hibernate" in their offices for the winter. They seem to sink deeper and deeper into a winter stupor only to come out the following spring overworked, stressed out and OUT OF SHAPE! Guess what, folks, it's only February! Most of us still have several MONTHS of winter left to go. So do something, anything, every day!

The outdoors is beautiful in winter! Being out in the light can do wonders for your mood. Hey, lots of birds tough it out here for the winter, you can too! Gather some friends and go for a bird-watching ski trip. Dressed properly (see sidebar) and with some basic equipment, anyone can enjoy the natural beauty of winter.

The gym can be a great place to meet friends after work to attend classes in aerobics, weight lifting, even that Stairmaster is more fun with someone to talk to. Try a tae kwon do class, yoga or go swimming if you have an indoor pool nearby. Having trouble getting started? Anything is better than nothing. Can't make it to ALL the workouts you've planned this week? Don't beat yourself up about it! Be thankful for the time you DID spend.

OK, all of you turning your noses up at all this and saying, "I HAVE a routine, this is just a bunch of last year's wax stuck to my skis!" A word of advice: stay out of your fitness rut by trying something new. Haven't tried those skate skis yet? Most ski shops have rent-to-own programs. Run a lot but want to try cross-country skiing? Group introductory lessons are usually very reasonably priced. It can mean putting the pizzazz back into your workout.

Now we get to the question my little voice is asking back at that negotiating table. "How can I possibly fit it all in?" As Dr. M. Scott Peck says, "Until you value yourself, you will not value your time. Until you value your time, you will not do anything with it." Ask yourself, "Is there something that exercise does for me that I value?" Ah, now we're really getting personal, right? Is it the way you look? Is it your energy level?

Or, could it have to do with feeling better about yourself in general? I guarantee folks, and this is the biggy, until you figure this one out, you'll spend the rest of your exercise career on a roller coaster ride at the fitness theme park up yonder. No one can answer those personal questions for you. No one else will successfully motivate you to exercise (hear THAT little voices?—you too NIKE).

Experts say regular exercise and proper diet (yeah, yeah, low fat and all that—check out the Food Guide Pyramid) can actually stimulate creativity and better job performance. The Regional Office wellness coordinator can help you set up a forest wellness program. If you already have one, they can help you get started with your own personal wellness program.

And, the next time you look out the window at the sun shining on the sparkling snow, wishing you were out there, USE some of those wellness credit hours. Put some more layers on that little voice with the big sweater and smile all the way out the door to a healthier winter.

by Lisa Ostermiller
Wildlife Biologist/Interpretive Specialist
Payette National Forest

Those who think they have not time for bodily exercise will sooner or later have to find time for illness.
-Edward Stanley

DON'T LET THE WEATHER STOP YOU! Dressing for fitness success

❄ *Layer clothing. A light layer, then a sweater and some kind of wind protection over that should keep you warm if you are active.*

❄ *Wear clothing that wicks moisture away from the body. Sweat near the body keeps you cool.*

❄ *Don't forget your hat! Body heat escapes quickly from an uncovered head. Too hot? Take your hat off for awhile.*

YOU ARE WHAT YOU EAT–AND DRINK

❄ *Water is essential. Drink plenty before, during and after. Just plain water.*

❄ *Don't go out there hungry. Likewise, don't overeat immediately before your workout either—it wouldn't be pretty!*

❄ *If you are going to be out for a long time, take some energy food along.*

Regional Office Employees Get Fit and Stay Fit

With Help From the Wellness Program

At the Regional Office, employees are getting healthier under the direction of Sheri Bingham, RO Wellness Coordinator. The employees have been involved with various Health Education seminars and activities to learn the benefits of adopting a healthy lifestyle.

Last summer, employees participated in the annual "Walk Utah." Employees competed on an individual basis as well as staff groups. They walked, ran, swam, jogged, and bicycled their way across Utah, completing 11,640 miles. Each employee that traveled 75 miles was awarded a bronze medal; for 150 miles they received a silver medal; and a gold medal was awarded for those completing 300 or more miles. Thirteen gold, 20 silver, and 18 bronze medals were earned.

The Health Fair this past fall drew over 300 people who received hands-on health services including flu shots and cholesterol and glaucoma screenings. Tests for blood glucose, respiratory function, and hearing were offered, and a massage therapist gave massages. Everyone who attended was treated to a slice of Great Harvest bread.

During the holidays, employees were encouraged to "Maintain Not Gain" weight. Employees who signed up for the program were given a survival kit to get them started, and a weekly handout to help keep them on the right track.

After the holidays, each had to weigh in and those that maintained or lost weight had the chance of winning a prize from the drawing that was held.

Now that the holidays are over, employees at the RO are "Dumping their Plump" through a weight loss club. Teams of four are actively working on losing the weight they have set as their goal to lose. Each member of the team must lose their weight in order for the team to win. Interns from Weber State University in the Lifestyle Management program are helping the employees through exercise prescription, nutritional counseling, and setting lifetime healthy goals.

During the year, the "Lunch and Learn" lunchtime educational seminars that deal with various health issues will continue to be offered. A monthly activity program that encourages some type of healthy behavior such as drinking water, eating more fruits and vegetables, exercising daily, and managing stress, will be offered.

In January, employees had the chance to have their blood work done. Staff from the Ogden Regional Medical Center came to the RO, drew participants' blood and did complete cholesterol, chemical profile, white and red blood counts, and prostate antigen tests. Employees also went to Weber State University for their annual physical assessment, where they were tested for cardiovascular endurance, muscular strength, abdominal strength, flexibility, and body composition.

The Employee Health and Fitness Day is coming up in March. Employees will have a chance to participate in activities concentrating on the physical aspect of health.

All Forest Service employees are encouraged to actively take part in their own health by developing healthy lifestyle habits. We begin dying the day we are born, and how we die depends on how we live. It is our decision to choose to live longer and healthier.

If you would like more information on any of the above programs or help starting your own forest or staff wellness program, contact Sheri Bingham at (801) 625-5656 or DG address at Wellness:S22A.

by Sheri Bingham
RO Wellness Coordinator

The United States Capitol Holiday Tree Visits Utah

Salt Lake City police officers "escort" the 1995 U.S. Capitol Holiday Tree through the streets of Salt Lake. The tree was a 75-foot Douglas-fir cut from Region 5's Plumas National Forest. The 1996 tree will be provided by the National Forests of Utah.

On November 21, the United States Capitol Holiday Tree stopped in Salt Lake City at the Gallivan Center on its way to Washington, D.C. A short program celebrated the 75-foot Douglas-fir which was cut in Quincy, California on the Plumas NF.

This ceremony was also a kick-off for "Utah's Centennial Tree to D.C." In 1996, the National Forests in Utah will provide a Centennial Tree for our Nation's Capitol. Under the umbrella of the Utah Statehood Centennial, partners will provide additional trees, decorations, and transportation and handling for the trek to D.C.

The tree-lighting ceremony will take place on the lawn of the U.S. Capitol on Wednesday, December 11, 1996.

Sponsors of the event include the Utah Centennial Commission, Mack Truck International, Senator Bennett's Office, AAA Auto Club of Utah, Utah Youth City Councils, Utah Elks Lodges, the Gallivan Utah Center, and the Navajo Nation.

by Lola Murray
Information Assistant
Uinta National Forest

Under leadership of the Forest Service, the following three committees are working to make this a successful event:

- **THE TREE COMMITTEE**—Forest Service, State of Utah, and Bureau of Land Management employees—will search for the main tree and 39 smaller trees throughout the state of Utah. County Centennial representatives will work with agency employees to select their county tree. "Tree Utah" will provide 25 seedlings per county to replace the tree that is cut down.

- **THE DECORATIONS COMMITTEE** is currently working with various schools and interest groups to make over 3,000 ornaments that will accompany the trees to D.C. The Utah Arts Council has offered their time and expertise in design and construction of the ornaments. The Utah Youth City Councils will sell sweatshirts and ornaments with the Centennial Tree logo on them. The decorations committee will also design holiday cards that will be sent by the Chief of the Forest Service.

- **THE MEDIA COMMITTEE** is busy planning several events. Media coverage will include decoration construction in the schools, planting seedlings, selecting the perfect trees, the tree cutting ceremony, and the lighting ceremony in Washington, D.C. This committee will also be working with Mack Truck International to select the route from Utah to D.C.

RESOURCES AT RISK:

A Fire-based Hazard/Risk Assessment for the Boise National Forest

Remember the good old days? When your TV had three channels? When a can of soda was a nickel?

And when a large, "catastrophic" wildfire was 2,000 acres?

How times have changed! On the Boise NF, wildfires have burned over 383,000 acres of ponderosa pine forest since 1986. Much of this forest has burned with uncharacteristic intensity, returning it to a grass and shrub-dominated landscape.

What's happened? The answer: the altered role of wildfire over the last several decades.

Historically, ponderosa pine forests evolved with frequent, low-intensity wildfires ignited by lightning and Native Americans. These fires removed dense understories of saplings or pole-sized trees and increased nutrient availability, leaving large, fire-adapted ponderosa pine scattered across open, park-like stands.

Over the last several decades, the Boise's ponderosa pine forests have been altered by grazing, fire suppression, and logging that removed fire-adapted species. Many ponderosa pine forests are now dominated by dense stands of Douglas-fir and other fire-sensitive species. When wildfires now occur in these forests, they are more intense, severe, and larger than traditionally experienced. Most importantly, they are changing the composition, structure, and function of our ecosystems—severely depleting late-successional habitat needed by old-growth-dependent species, accelerating erosion, and endangering fish populations.

The picture gets worse. Preliminary analysis shows the remaining ponderosa pine forest on the Boise NF could be lost within the next 20 years to severe, lethal wildfire!

Not content to wait for a solution, Forest specialists have forged ahead. Using Ecosystem Management principles, they are developing tools critical to saving this endangered ecosystem. Key is a GIS-based "hazard/risk assessment" developed in partnership with the University of Idaho. This assessment evaluates where the forest ecosystems are most at risk to severe wildfires burning in areas with altered fire regimes, and important resources affected by these fires. It identifies for further evaluation areas "with the most to lose"—those where entire landscapes are not sustainable.

The assessment contains five submodels—forested vegetation outside historical range of variation, fire ignition, wildlife habitat persistence, watershed hazard (erosion potential), and fish persistence. When these submodels are linked, the assessment identifies 30 "high risk" watersheds (drainages about 30,000 acres in size).

"What was especially exciting about this assessment was that our team really took a holistic view," said fuels planner Deirdre Dether, a key member of the interdisciplinary team.

> *We looked at the entire ecosystem and found that the challenge to sustainability was the exclusion of fire.*

"We are faced now with the scary realization that unless we do something, we will change an entire ecosystem."

The assessment was developed at a "mid-scale," Forestwide level and is intended to nest between the large-scale analysis undertaken as part of the Upper Columbia River Basin assessment, and the more site-specific evaluation performed for landscape- and project-level analysis. Ranger Districts will now examine the high-risk watersheds to determine "how much of what do we want where" before proposing any potential ecosystem restoration projects such as thinning or prescribed fire. In addition, data from the assessment will be used to help analyze "changed conditions" in the Forest's anticipated Forest Plan amendment/revision process.

by Cyd Weiland
Hazard/Risk Team Leader
Boise National Forest

Foreign Fire Specialists Learn About American Fire Operations

Anatoli Kalashnikov, left, and Zaina Yurda, center, each spent two months last summer on the Payette NF learning about fire management technology, training, and procedures. Tatyana Pikalova, right, a Russian immigrant and Job Corps student, provided interpretive services for Anatoli.

During the summer of 1995, the Payette NF hosted two foreign fire specialists—one from Indonesia and a second from Russia. Both individuals were here to observe our technology, training, and procedures in their specific areas of interest.

Our first visitor, Zaina Yurda, by Indonesian custom called "Yurda," spent two months on the Forest. Yurda's home is the province of Kalamantan (formerly called the Island of Borneo). She is an Indonesian government employee (Forester by training and education) and a member of a special integrated forest fire management program, under the auspices of the German government.

Doug Bird, former Staff Director for A&FM in Ogden, is the project leader for the IFFM program. Yurda is his counterpart from the Indonesian government.

Over the next two years, Yurda will be developing a fire management program on a small study area. The program will focus on prevention, detection, initial attack, and prescribed burning. The model will then be expanded to all of East Kalamantan, Yurda's area of responsibility.

It's hard to visualize a fire problem in a tropical rain forest environment, but they do have an annual dry season, and in 1981, burned 8,000,000 acres. Yes, that's the correct number of zeros after the eight!

We exposed Yurda to all facets of our operation, including: basic fire and safety training, helirappel, prevention, large fire management, initial attack, Interagency cooperation, fixed and aerial detection, smokejumping and air tanker operations, engine operations, etc. We couldn't tailor our operations to exactly fit her needs, so we exposed her to as much as we could. With her talents, she can adapt what will work to her situation. We provided her with a very meaningful detail, the benefits of which she will derive throughout her career.

Our second visitor was Anatoli Kalashnikov who also spent two months on Forest. Anatoli is from the Siberian Krasnoyarsk (East-central) region of Russia and lives in the town of Yeniseysk. His entire career has been in wildland fire suppression functioning as an "aerial observer" (which best equates to an airborn Incident Commander) and base manager. Anatoli's base is currently comprised of about 120 smokejumpers and rappellers that provide the area's only fire suppression resource. This area exceeds the size of Region 4!

Anatoli's primary purpose in visiting us was to gather as much information and knowledge as possible to build and operate a tanker base as an addition to his base. The fire season did not cooperate locally and our tanker base had one of the lowest volume use years on record. But this gave us the opportunity to visit tanker bases throughout the area, and thoroughly review tanker base operating procedures, plans, guides and construction blueprints.

This was not an easy task, though, as language skills did not facilitate technical transfer of information. A fluent interpreter was desperately needed, and initial attempts to locate such an individual were unsuccessful.

Some may say it was by luck, others may say by divine intervention, but an interpreter was found in a most unusual circumstance. Tatyana Pikalova, an immigrant from Russia and Job Corps student working as a camp crew member on fire assignment in Colorado was found. She agreed to come to McCall and do what she could. Her interpretive skills were outstanding and far better than we could have ever hoped for. We credit her, in large part, for making the exchange a success.

We were also fortunate to have two people on Forest that participated in the Russian exchange program and had attended a Russian language school. Smokejumper Dan Felt and Larry Swan, McCall RD's FMO, helped fill the gaps and provide a comfortable social climate. They had the opportunity to put their training and newly found language skills to use.

The benefit of such exchanges is designed to be primarily professional and technical. There's no doubt that we met that. But, equally as valuable to all of us was the "cultural" exchange. We found Yurda and Anatoli to be bright, highly adaptable, very friendly people. We are all richer for having known them. It's new friendships which will last a lifetime.

by Gene Benedict
Fire Management Branch Chief

and Merrill Saleen
Air Operations Officer
Payette National Forest

Forest Service Employees Help Adams County With Economic Diversification

The small community of Council, Idaho, lies within Adams County in the southwestern part of the state close to the Snake River. Council residents have traditionally derived a large portion of their income from logging and ranching and as a result are very dependent on national forest resources. Adams County is home to the Council and New Meadows RDs of the Payette NF. In this respect, Council is similar to many rural western communities that surround national forests.

A solid core of Council RD employees were either born in or have spent much of their lives in Council. Another core group of professionals in various natural resource fields are more mobile and move every three to five years. However, a common thread can be found among all employees of the Forest Service. They all have pride in their communities and many find ways to serve.

It is not unusual to have Forest Service employees serve on city councils, serve as mayors and EMTs, be active in service organizations, hospital boards, and work on economic development projects. It seems that forest employees are almost always a part of every event or project in small towns.

Even today as federal agencies are attacked at both the state and federal levels, Forest Service employees continue to serve their communities.

Perhaps this is one thing that enabled the agency to be successful in the past and may allow it survive in the future.

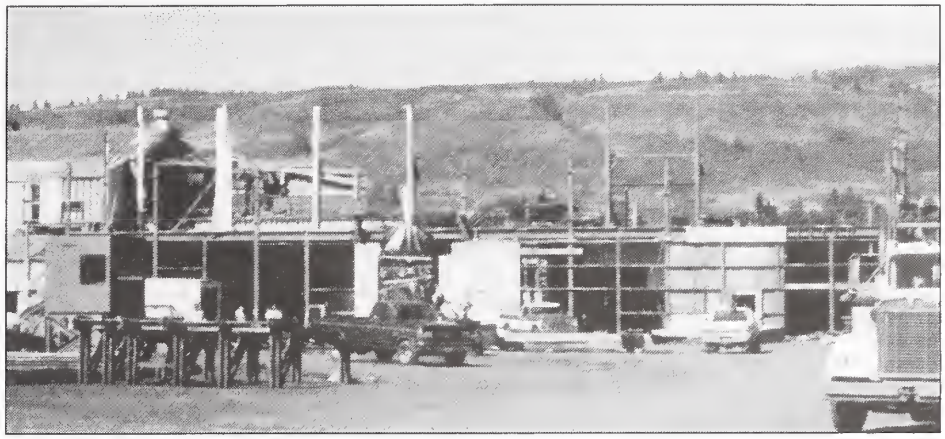
Council District Ranger Pete Johnston and Boise NF Forest Supervisor Dave Rittenhouse head for the tenth tee.

"Dave's Duffers" golf team gather for tournament to benefit Council's redevelopment—and the team won the tournament! Left to right: Leon Newman, retired Forest Service; James Birdsall, Ida-Ore Planning and Development Association; Pete Johnston, Council District Ranger; Dave Alexander, Payette Forest Supervisor; and Dave Rittenhouse, Boise Forest Supervisor.

As early as 1988, a group of visionary citizens in Council, including two district rangers, recognized the community was too dependent on forest resources and that some economic diversification would be healthy for the community. This group formed the Adams County Development Corporation (ACDC).

ACDC has been able to assist the county in planning and even financing portions of projects that have benefited everyone. They have helped seniors, promoted recycling, helped small businesses get advice from state agencies, and worked with fire departments and emergency service organizations to get needed equipment.

A District Ranger wrote most of the original strategic plan which was used to gain "Gem Community" status for the county in the early 1990s. The plan was used again when the Forest Service asked for "Action Teams" to be formed. These teams were formed in response to the 1990 Farm Bill that gave monies to counties which were heavily dependent on national forests. This money could be used



The former Boise Cascade Mill that, upon closing, rallied Council residents to "save their community."

on economic development projects. As a result of these efforts, ACDC almost instantly became one of the first "Action Teams" in the State of Idaho. The group helped identify applicants for grants and has received anywhere from $13,000 to $40,000 every year of the Farm Bill money. Forest Service employees promoted the grants, helped write the applications, and assisted in preparing payment documents for ACDC and successful grant applicants.

As a result of the ACDC effort, city leaders have learned how to make small amounts of money grow. ACDC's contacts with the Idaho Department of Commerce and the Ida-Ore Planning and Development Association served as a conduit of information that finally resulted in the city receiving almost 2 million dollars to replace the sewer and waters systems in Council. During the grant application phase, a small emergency Farm Bill grant provided for emergency repairs to the systems. During the construction phase, because federal money was involved, some archaeological surveys were required prior to digging new lines. A Forest Service archaeologist provided that service.

Early in February 1995, Boise Cascade Corporation announced their sawmill in Council would close permanently. A group of people that included the Mayor, our State Senator, a representative from the Idaho Department of Commerce and the US Department of Commerce, the Ida-Ore planner, the Council Ranger, and a few interested citizens met almost immediately to strategize on what needed to be done to stabilize the economic situation. The group decided to organize a large public meeting to once again gather the thoughts of the citizens on what needed to be done and then meet with the Governor and our elected representatives at both the State and Federal level.

In 1995, Council organized and carried out a fund raising event, the Council Mountain Festival; appointed a volunteer (the Ranger's wife) to work on grants; is negotiating with Boise Cascade Corporation for a transfer of title on the 77-acre mill site; and is working with several companies who expressed interest in locating or starting businesses on the mill property. The current budget difficulties in Washington, D.C. have put some of the grants in doubt, but citizens remain optimistic that all their work will pay off in the location of new businesses that won't be as dependent on the Payette NF.

Council District Ranger Pete Johnston believes that Forest employees are a part of—but not the whole of—the community effort. After all, "service" is in our name.

by Pete Johnston
Council District Ranger
Payette National Forest

The Logan Ranger District Gets a New Leader

Deborah Johnson recently returned to Region 4 to become the District Ranger of the Logan RD, Wasatch-Cache NF. Deborah moved to Logan from the Beaverhead NF's Madison RD where she spent the last six years as the District's geologist.

Prior to her position on the Beaverhead, Deborah was the geologist on both the Monticello and Moab RDs of the Manti-LaSal NF. Deborah began her federal career with temporary jobs on the Medicine Bow NF in Wyoming. She became a permanent employee first with the Defense Mapping Agency in Washington, D.C., and later worked as a field geologist for the Army Corps of Engineers in New Orleans before returning to the Forest Service.

Deborah Johnson, new Logan District Ranger, plans to continue developing the District's working relationship with Utah State University and the Logan Research Station.

One of Deborah's goals as Ranger is to work closely with the university and research station. Deborah says, "I hope to further the working relationship with Utah State University and the research station located in Logan. I feel very fortunate to have the opportunity to be part of the changes facing the Forest Service and to be able to make a difference in the resources we manage and in the lives of those people we serve."

by Kathy Jo Pollock
Public Affairs Assistant
Wasatch-Cache National Forest

Continued from page 1

The Color Country Navajo Strike Team had humble beginnings with used equipment and a pool of firefighters from the Le Chee Chapter of the Navajo Nation. The Team now has a reputation as a hard-working, experienced wildland fire suppression crew.

The Strike Team, which is composed of Navajo crew members with leadership from the Forest Service, National Park Service, and Bureau of Land Management, has also been recognized as an excellent example of diversity in action. Tom Suwyn, Region 4 American Indian Advocacy Group Chairperson, and Brett Fay, Dixie NF American Indian Program Manager, feel the strike team program has helped the Dixie NF become a multicultural organization that will enhance and strengthen the Dixie and Region 4 with a diversified work force.

Each year, Dixie NF employees conduct a training program for the Le Chee Chapter of the Navajo Nation to keep Strike Team members updated on safety, tactics, and the use of fire tools and special equipment. In addition, a basic wildland firefighting training is held each year to help train more firefighters. Recently, Brett Fay, Cedar City RD Assistant Fire Management Officer, and John Morlock from Bryce Canyon National Park coordinated a chain saw training session at the Le Chee Chapter. The training was a first at the Chapter and was a big success.

Since 1988, the program has grown to include over 100 firefighters from four Navajo Chapters. These firefighters fill the three 20-person crews when the Strike Team is called for a fire. Equipment quality and mobilization has improved thanks to a 1990 Rural Development grant used to purchase new equipment and mobile equipment trailers.

Over the last eight years, the Strike Team has been on assignments in Utah, Idaho, Nevada, Arizona, and Wyoming. These assignments have varied from mop-up to hot line using hand tools, hose lays, and pumps. One of the most interesting assignments was structure protection on the Dummegam fire on the Boise NF in 1992. While they were protecting the Lenorard Ranch, located 23 miles northeast of Boise, Idaho, a story about their work appeared in the Idaho Statesman newspaper. A quote from Craig Lenorard sums his feelings of respect for the work accomplished by the Strike Team, "You can't have enough praise for these people. Usually we enjoy the peace and quiet here, but today it's nice to have company."

When the Dixie NF started the program, a goal was set to return $500,000 to the Navajo Nation through salaries by 1995—this amount was surpassed in 1994. Even more important than this goal, however, is the additional opportunities this money provides for members of the Strike Team who live on a reservation where unemployment can reach 35 percent.

The Color Country Navajo Strike Team has become a great success story between the Dixie NF and the Navajo Nation. As Hugh Thompson, Dixie NF Supervisor says, "The program has provided a diverse workforce and partners with a cultural heritage from which we can learn and grow." The Navajo Nation is also pleased with the program. As one Navajo Nation department official said, "With the coming of sovereignty of the Navajo Nation, this is an opportunity for cross training and has possibilities to develop other partnerships with the Forest Service in different areas." It is also a way for their young people to return to positive land ethics which gives them opportunities for careers with land agencies or their own Forestry department.

by Kim Soper
Fire Management Officer
and Dixie CRAT Representative
Powell Ranger District

and Tom Suwyn
Dixie West Zone Fire Management Officer and American Indian Chairperson
Pine Valley Ranger District
Dixie National Forest

The UC Davis Initiative Gives Asian American Students Practical Work Experience

The Intermountain Region recently participated in the UC Davis Initiative. This initiative was developed to address the severe underrepresentation of Asian Pacific Americans in the Forest Service's permanent and temporary professional workforce. Currently, Asian Pacific Americans comprise only 1.8 percent of the Forest Service's permanent workforce as compared to 5.4 percent of the Civilian Labor Force.

An agreement signed last April between the Forest Service and the University of California at Davis established their partnership and a Forest Service liaison on that campus. Using the Student Temporary Employment Program and the Student Career Experience Program, the Initiative provides work experiences and career opportunities for UC Davis students studying in natural resource related fields.

In its first year, the UC Davis Initiative provided 17 students with valuable work experience and career training in six Regions and at three Research Stations. Five of these students received their experience in the Intermountain Region and Intermountain Station.

Calvin Chan and Patty Liu were Engineering Technicians at the Intermountain Forest & Range Experimental Station in Moscow, Idaho. Calvin worked out of their Forestry Science Laboratory on a crew collecting engineering research data on roads and related structures. Calvin is a senior in Civil Engineering with an emphasis in Environmental and Structural Engineering. Patty assisted in developing a database for an erosion model project. She is a senior in Bio-Engineering with a minor in Psychology.

Asian American student Patty Liu, a senior in bio-engineering, works with the Intermountain Station's engineering technology unit based in Moscow, Idaho. On the Boise National Forest in October, Patty assisted scientists in collecting data to develop a computer model to predict soil erosion following fire. Here, she reads a rain gauge to calibrate an artificial rain simulator.

Erica Haga was trained as a firefighter/helitack crew member on the Payette NF, New Meadows RD. She's a senior in American Studies and has been a Resident Firefighter on the UC Davis campus, a Cal Aggie Host (University police), and is certified as an Emergency Medical Technician.

Hanh Hoang ("Hwong") was a Biological Technician on the Soda Springs RD on the Caribou NF, where she worked on wildlife, fisheries, range, and timber projects. Hanh is a senior in Wildlife Biology and has worked at the Sacramento Zoo, Veterinary Medicine Teaching Hospital, and at a youth camp.

James Hoang worked on the Salmon-Challis NF, Cobalt RD as a Biological Technician on a crew conducting fisheries inventories and habitat projects. James is a senior in Wildlife & Fisheries Conservation Biology and has assisted in fish physiology field labs.

The UC Davis Initiative's liaison is Mary Marrs, who brings with her 15 years of Forest Service experience. She began with the Forest Service as a student trainee and progressed to a geologist on National Forests in Idaho and Washington. Before taking the liaison position, Mary was the Forest Geologist and a Special Emphasis Program Manager on the Gifford Pinchot NF in Washington state. If you have any questions about this Initiative, contact Mary at (916) 754-8792.

submitted by Jim Stone
Regional Public Affairs Office

The Manti-La Sal National Forest and Castle Valley Center Cooperate to Solve Dispersed Recreation Problems

The Price/Ferron RD and the Castle Valley Center plan on working together again this summer.

An open camping policy, beautiful scenery, and an increasing forest visitor population have contributed to dispersed recreation problems on the Manti-La Sal NF. The Price/Ferron RD continues to work on some of these problems with the help of volunteers from Castle Valley Center, a school/work center for physically and mentally disabled people.

For the past three summers, volunteers for the Castle Valley Center have assisted the District recreation crew on a variety of forest projects. Throughout last summer, nine to 10 people from the Center worked with the District a few days each month. They took apart campfire rings and removed the ash from dispersed sites, picked up litter, and reclaimed and reseeded these sites.

Barb Keleher, District Recreation Technician, said that some of her favorite days last summer were those when the Center volunteers worked on these projects. The District and the Center are looking forward to this summer, and both are planning on more of the same efforts as in the past.

by Stan Anderson
Range Conservationist
Sanpete Ranger District

Volunteers from the Castle Valley Center worked with the Price/Ferron RD recreation crew to help clean up dispersed recreation sites. They also reclaimed and reseeded the sites.

Woodsy helped Center volunteers pick up litter last summer at Price/Ferron RD dispersed recreation sites.

Wasatch-Cache National Forest Volunteer Stands Out From the Rest

Carl Transue, a Wasatch-Cache National Forest volunteer, received the 1995 Individual Volunteer Service Award, one of the awards under the National Volunteer's Award Program.

Last April 17th, a ceremony was held to honor Carl. Regional Forester Dale Bosworth presented Carl with a plaque and a letter from the Chief. He was also given congratulatory letters from Utah Senators Orrin Hatch, Robert Bennett, and Congresswoman Enid Waldhotz.

Carl is the husband of Marilyn Transue, the Information Receptionist at the Supervisor's Office. He is a disabled Vietnam Veteran who, in spite of his limitations, has donated over 200 hours of his time since becoming a volunteer last year. Carl is a very diverse person and has helped the Forest in a variety of areas. He serves as an assistant for special Smokey Bear events, drives supplies from the Interagency Fire Center for fire camps, does light carpentry work in the Supervisor's Office, and keeps the motor pool vehicles serviced and clean.

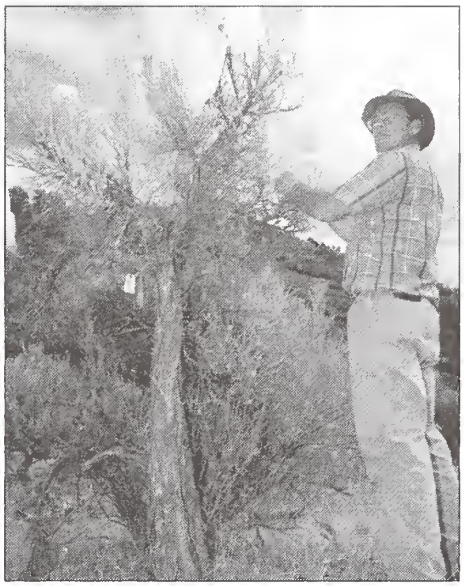
Carl enjoys doing anything he is capable of doing, and feels that his volunteer work is helping himself as much, if not more, than the Forest Service. No wonder Carl won this award. Congratulations, Carl!

Carl and Marilyn Transue. Marilyn is the Information Receptionist for the Wasatch-Cache Supervisor's Office. Carl, a disabled Vietnam veteran, enjoys doing a variety of tasks for the Forest. Carl is holding the 1995 Individual Volunteer Service plaque presented to him by Dale Bosworth and Wasatch-Cache Forest Supervisor Bernie Weingardt at a ceremony last April.

Provo Shrub Lab Geneticist Wins Forest Service Distinguished Science Award

On December 7, Chief Jack Ward Thomas announced that Durant McArthur, from the Intermountain Research Station's Shrub Sciences Laboratory in Provo, won the Forest Service's highest research award.

Durant won the award for both his personal productivity in the science of genetics and evolution, and for his leadership of the research at the Forest Service laboratory located on the edge of the Brigham Young University campus. The team of researchers there are investigating shrubland ecosystems, how those ecosystems should be managed, and how they can be restored after they are damaged.



Recent winner of the Distinguished Science Award Durant McArthur investigates the genetics of big sagebrush in the Uinta National Forest to produce a hybrid that will survive frequent cheatgrass fires and produce large quantities of palatable browse. McArthur won the Forest Service's highest award for a scientist through both his work in genetics and for finding practical applications of science to resource management problems.

"Dr. McArthur is exemplary in linking basic science with practical application in natural resource management," Acting Station Director Denver Burns said.

Since he began his Forest Service research career 24 years ago, Durant has averaged over 10 scientific publications per year. The diversity of scientific journals that have published his research illustrate the broad range of his scientific accomplishments and his effectiveness in technology transfer.

One of the most important applications of Durant's work is improving the productivity and carrying capacity of big game winter range.

by Dave Tippets
Public Affairs Officer
Intermountain Research Station

Personnel

BOISE NF

Spot
ROLAND HARRIS, Forestry Technician, Mt. Home RD—In recognition of your personal commitment and outstanding execution of your assigned duties as Resource Adviser on the 1995 Lakes Fire.
ADRIANA SANCHEZ, Computer Specialist, SO—For your special effort in providing computer assistance quickly and thoughtfully—for being the "Wind beneath our Wings."
FRANK CARROLL, Public Affairs Officer, SO—Special recognition for implementing exemplary public information strategy for the Forest Health Initiative and the Boise River Wildfire Recovery Project.
LYNETTE BERRIOCHOA, Public Affairs Specialist, SO—For your outstanding performance in implementing the 1995 strategic communications plan, exceeding assigned targets and developing important new ways to communicate the Forest Program.
MARNA DALEY, Information Assistant, SO—Your outstanding computer-based communication work on statewide strategy issues and local forest issues have greatly added to a successfully informed and involved public.
LYNETTE MORELAN, Forester, SO—Special recognition for exceptional performance and effectiveness in development of Ecosystem Management concepts and practices.
JOSEPH GALLAGHER, Archaeologist, SO—This award is in recognition for outstanding success in planning, organizing and conducting the site stabilization for the Charcoal Kiln project. Your dedication and commitment to the preservation of this unique resource is most noteworthy.

Length of Service
RUSS NEWCOMB, 35 years.

Appointments
CHARLOTTE BARNES, SCSEP, to Receptionist, Front desk, SO.

Promotions
BETH LUND, Fire Management Officer, Garden Valley.
CHRISTINE WAGNER, Computer Assistant, Lowman RD.

Reassignments
DIANE BATE, Procurement Clerk, Contracting, SO.
JEFF FOSS, Land Management Planner, SO.
CYNTHIA TENCICK, Supervisory Forester to Payette NF.
SUSAN ERWIN, Botanist to Winema NF, Chiloquin RD.
GUY PENCE, Aviation, Fire Management and Lands Staff Officer.
DEE NELSON, SCSEP, to Contracting, SO.

BRIDGER-TETON NF

Cash
JOHN KUZLOSKI, Social Science Analyst, SO—For a significant contribution while on a detail to the Bridger-Teton Planning group from June 1994 to April 1995. During this time, John provided professional expertise to a national effort in teaching social impact analysis.

Spot
WILLIAM NOBLITT, Wildlife Biologist, SO—For outstanding efforts in the Conservation Strategy for the Grizzly Bear in the Yellowstone Ecosystem.
JAMES KELLER, Supervisory Forester, Pinedale RD—For leadership in cave management and identifying nominees to National System of Significant Caves.
SANDRA SEATON, Accounting Technician, SO—Employee of the Quarter for managing the fiscal shop for three months after supervisor transferred and co-worker retired. For demonstrating superior skills in management, priority setting and communication while maintaining a pleasant, professional attitude.
LISBETH NOVAK, Landscape Architect, SO—For excellent performance in developing, supervising and implementing the LaBarge Corridor Study. This study provides information critical to Forest Plan implementation.
MARTIN MARSHALL, Engineering Equipment Operator Helper, SO—For assisting other members of the Road Maintenance Crew in doing a professional job responding to a Pinedale RD priority in the reconditioning of the Boulder Lake Road.
BRADLEY BRIDGES, Computer Assistant, SO—For moving office furniture, computer equipment and arranging it all into three convenient work stations in the Personnel Office at the Supervisor's Office.
GEORGE WALKER, Natural Resource Specialist, Kemmerer RD—For coordination and expansion of our environmental education program through the Elk Creek Demonstration Forest.
TERRY DYESS, Forestry Technician, Grey's River RD—For excellent performance in conducting the Hams Fork, East Fork, Fontenelle, and LaBarge prescribed burns.

Group
DEBORAH DESLAURIER, Natural Resource Specialist, SO; KURT NELSON, Fisheries Biologist, Pinedale RD; ALAN GALBRAITH, Hydrologist, SO; RANDY DAVIS, Soil Scientist, SO—For excellence in performance while assisting the Kemmerer RD in establishing and reading Integrated Riparian Resource Survey Transects in various watersheds on the District.
GEORGE THOMPSON, Engineering Equipment Operator, SO; LEON TILLMAN, Engineering Equipment Operator, SO; WILLIAM NECKELS, Engineering Equipment Operator Foreman, SO; BLAKE DORY, Engineering Equipment Operator Helper, SO—The Road Maintenance Crew did a professional job, responding quickly to a Forest crisis, and replaced the Turkey Creek Bridge on the Kemmerer RD in less than three days.

Time Off Award
BRADLEY BRIDGES, Computer Assistant, SO—For computer assistance during Steering Team budget meeting.

Appointments
SHERYL FUNK, Resource Clerk, Jackson RD.
LESLIE PORTER, Office Automation Clerk, Big Piney RD.

Promotions
SCOTT FITZWILLIAMS, Public Information Specialist to Public Affairs Specialist, SO.
KEITH CHASTEEN, Forestry Technician to Forester, Kemmerer RD.
TRAVIS TIPPIT, Law Enforcement Officer, Cleveland NF to Law Enforcement Officer, West Wyoming Zone, Kemmerer RD.

Promotions in Place
DIANA LEVASSEUR, Support Services Specialist, Kemmerer RD.

Resignation
JAMES CATHEY, Forestry Technician, SO.

HUMBOLDT-TOIYABE NFs

Spot
JANICE SANCHEZ, Personnel Clerk, SC—For special attention and dedication to the successful transition to paycheck and implementation of Humboldt NF personnel processing.
LUCILLE CAMPBELL, Personnel Management Specialist, SC—For accomplishing both personnel specialist and clerical workload for the Humboldt NF for 10 months.
BONNIE KENNEDY, Personnel Assistant, SC—For special attention and dedication to the successful transition to paycheck and implementation of Humboldt NF personnel processing.
CYNTHIA FITZGERALD, Budget Analyst, SC—For a quality job in bringing together all aspects of year-end closing for both the Humboldt-Toiyabe NFs, and at the same time preparing the FY 1996 unified budget.
GEORGIA HIGGINS, Accounting Technician, SC—For a quality job in bringing together year-end closing procedures for the Humboldt-Toiyabe NFs.
CHRISTINA ALEJANDERO, Accounting Technician, SC—For a quality job in bringing together year-end closing procedures for the Humboldt-Toiyabe NFs.
BONNIE COLEMAN, Office Automation Assistant, SC—For timely submission of obligations at year end which facilitated accurate financial reports for the Humboldt-Toiyabe NFs.
PEGGY FRYE, Support Services Specialist, Central Nevada Eco System, Austin RD—For timely submission of obligations at year end which facilitated accurate financial reports for the Humboldt-Toiyabe NFs.
MARGARET O'DRISCOLL, Support Services Specialist, Sierra Eco System, Carson RD—For timely submission of obligations at year end which facilitated accurate financial reports for the Humboldt-Toiyabe NFs.
MARY LYNN HINCKLEY, Business Management Assistant, Spring Mountains NRA—For timely submission of obligations at year end which facilitated accurate financial reports for the Humboldt-Toiyabe NFs.
GLADINE PATRAS, Support Services Specialist, Central Nevada Eco System, Ely RD—For timely submission of obligations at year end which facilitated accurate financial reports for the Humboldt-Toiyabe National Forests.
TERESA HANEY, Support Services Specialist, Northern Nevada Eco System, Ruby Mountains RD—For timely submission of obligations at year end which facilitated accurate financial reports for the Humboldt-Toiyabe NFs.
DIANE BRADY, Support Services Specialist, Northern Nevada Eco System, SC—For timely submission of obligations at year end which facilitated accurate financial reports for the Humboldt-Toiyabe NFs.
LINDA SPRAGUE, Resource Clerk, Central Nevada Eco System, Tonopah RD—For timely submission of obligations at year end which facilitated accurate financial reports for the Humboldt-Toiyabe NFs.

Special Act
KATHY MOSKOWITZ, Archaeologist, Spring Mountains NRA—In recognition for outstanding success in planning, organizing and conducting the site stabilization for the Charcoal Kiln Project.
JOSEPH GALLAGHER, Archaeologist, Boise NF—In recognition for outstanding success in planning, organizing and conducting the site stabilization for the Charcoal Kiln Project.
VIRGINIA ROCCO, SCSEP, Spring Mountains NRA—For exceptional initiative and dedication to meeting the "customer" service ethic of the Forest Service and assistance to the unit's resource and planning areas.

Time Off
SUSAN BERGSTRAND, Personnel Management Specialist, SC—For special attention and dedication to the successful implementation of Humboldt NF personnel processing.

Promotions
MITCHEL BULTHUIS, Rangeland Management Specialist, Northern Nevada Eco System, Ruby Mountains RD to Rangeland Management Specialist, Northern Nevada Eco System, Elko.
CHRISTY SHAW, Mail and File Clerk, Wallowa-Whitman NF to Archaeologist, Central Nevada Eco System, Austin RD.

Reassignments
DAYLE FLANIGAN, District Ranger, Central Nevada Eco System, Austin RD to District Ranger, Fishlake NF, Beaver RD.

MANTI-LASAL NF

Cash
KIM KREEK, Civilian Pay Clerk—$400 for superior performance during implementation of Paycheck.
JAY LYNN PELL, Resource Clerk—In recognition of the special effort and high level assistance and support she has provided to the Forest Timber Data Base Computer Program.
DALE HARBER, Geologist, SO—$650 for sustained superior performance in the completion of regularly assigned duties and extra duties on the Moab/Monticello RD. Exhibited exceptional ability to complete additional work, be innovative and maintain superior quality.
DALE HARBER, Geologist, SO—$50 for extra effort in expediting the Monticello RD vent closure contract package to meet the contracting cut-off deadlines to permit advertisement/bid opening prior to the end of FY 1995.
DONALD RIDDLE, Law Enforcement Officer, SO—$50 for outstanding effort to improve the Manti-La Sal NF Travel Plan enforcement during the elk and deer hunts.
DIANE COTE, Forester, Sanpete RD—$50 for outstanding effort with cone collection on the South Manti Project.

Special Act
JOAN HARVEY, SSS, Moab/Monticello RD—$300 for the extra effort necessary to assist both the Moab and Monticello RDs through managing the budget, purchasing, personnel, etc., this past year.
JIMMIE FORREST, Range Conservationist, Moab/Monticello RD—$300 for the extra effort to accomplish Moab/Monticello RD's program of work the past two seasons and also assist the Fire Suppression efforts, at times sacrificing his own programs.
JAMES WILLIAMS, Supervisory Forestry Technician, Moab/Monticello RD—$300 for extra effort in managing the fire programs on the Moab/Monticello RD during the fiscal years 1994 and 1995 resulting in superior management of all aspects of those programs.
FRED KAMINSKI, Forestry Technician, Ferron/Price RD—$500 for efforts to successfully consolidate the fire program for Ferron/Price RD in 1995 and for taking on the additional task of providing photographs for the Scenic Byways Project.
DEBBIE MAIZE, Resource Clerk, Ferron/Price RD—$100 for accepting additional responsibilities by taking on all the timesheets for Ferron/Price RD and completing them with a high degree of accuracy.
CHERYL FORTNER, Resource Clerk, Ferron/Price RD—$100 for extra effort during the trial consolidation of the Ferron/Price Range Management Program.
STEVE ROMERO, Wildlife Biologist, Ferron/Price RD—$200 for extra effort to accomplish project work and wildlife management activities during the trial consolidation of the Ferron/Price RD.
RON HIGGS, Range Conservationist, Ferron/Price RD—$100 for extra effort during the trial consolidation of the Ferron/Price Range Management Program.
LARRY MICKELSEN, Range Conservationist, Ferron/Price RD—$100 for extra effort during the trial consolidation of the Ferron/Price Range Management Program.
CHARLENE MCDOUGALD, SSS, Ferron/Price RD—$650 in recognition of your significant extra effort as a member of the District Budget Team (e.g. task force), as well as for active and visible support and participation in the Ferron/Price RD experiment (Special Project) by going beyond accepting your new assignment and responsibilities to be PRO-ACTIVE.
WILLIAM BROADBEAR, Forester, Ferron/Price RD—$650 in recognition of your extra effort to accomplish a successful collaborative effort with Emery County Land Management Planning effort (e.g. task force) to generate local support and national funding for the Stuart Interpretative Center, as well as for active and visible support and participation in the Ferron/Price experiment by going beyond accepting your new assignment and responsibilities to being PRO-ACTIVE.
JOHN HEALY, Range Conservationist, Ferron/Price RD—$650 in recognition of your extra effort as Forest Service Representative to the Emery County Land Management Planning Effort during 1994/95, as well as for active and visible support and participation in the Ferron/Price experiment by going beyond accepting your new assignment and responsibilities to be PRO-ACTIVE.
JEFFREY DEFREEST, Geologist, Ferron/Price RD—$650 in recognition of your quality extra effort as Supervisory Geologist, Ferron/Price RD and IDT Leader Categorical Exclusion Team (e.g. Special Project) experiment by going beyond accepting your new assignment and responsibilities to being PRO-ACTIVE.
DAVID HATFIELD, Environmental Coordinator, Ferron/Price RD—$250 for your special act (contribution) as Environmental Coordinator for the Ferron/Price RD, as well as for active and visible support and participation in the Ferron/Price experiment by going beyond accepting your new assignment and responsibilities to being PRO-ACTIVE.
CAROL RIDING, SSS, Ferron/Price RD—$200 for your special act (actions) as Support Services Specialist during the time when the Resource Clerk position on the Ferron RD was vacant. Your dedication to quality administrative resource support kept not only the quality but the quantity of this support intact.
BILLY DYE, Forester, Ferron/Price RD—$150 in recognition of your taking on the responsibilities as Supervisory Forester (timber) and Timber Sale Administrator, Ferron/Price RD (e.g. special project). Your dedication to quality on-the-ground resource administration kept this important program intact across Ferron/Price.
LELAND MATHESON, Range Conservationist, Ferron/Price RD—$300 for your special act (actions) as Supervisory Rangeland Specialist during the administrative action taken against several grazing permits, as well as for support and participation in the Ferron/Price experiment by accepting your new assignment and responsibilities.

Promotions
JONATHAN TUCKER, Forestry Technician.
ELAINE POLLOCK, Personnel Management Specialist.
MARTHA LARSEN, Resource Clerk.
DONALD G. FULLMER, Eco-System Group Leader, SO, from Forester, Sequoia, NF.
DUANE RESARE, Forestry Technician to Forester, Moab/Monticello RDs.
VARIAN ALLEN, Engineering Equipment Operator Foreman to Fleet and Equipment Specialist for the Southern Utah Eco Group.

Reassignments
JERRY SHAW, Tribal Relations Coordinator, Moab/Monticello RDs.
BARBARA BLACKSHEAR, Archaeologist, SO to Sanpete RD.
DOROTHY J. DUNCAN, Accounting Technician, Reassignment from Business Management Clerk, TTIB, Sacramento.

PAYETTE NF

Cash
TOM CRAWFORD, Hydrological Technician, Krassel RD—$250 for outstanding performance in meeting the objectives of the Watershed Improvement Program during the 1995 field season on the East Zone.
DAVID EDE, Writer-Editor, McCall RD—$750 for outstanding support to the North Fork Payette and Lower South Fork post-fire projects.
ROBERT PECKHAM, Forestry Technician, McCall RD—$300 for dedication and "can do" attitude as Recreation Specialist on the North Fork and Fall Creek post-fire projects environmental documents.
CHARLOTTE QUARNBERG, Lead Forestry Technician, New Meadows RD—$350 for excellent work in public involvement and many other aspects of the Payette's post-fire projects.
BARBARA HOLLIDAY, Wildlife Biologist, Council RD—$850 for superior performance as wildlife biologist on the North Fork post-fire project environmental assessments.
DEAN MARTENS, Soil Scientist, SO—$500 for being instrumental in installing the National Long-Term Soil Productivity Study, resulting in improved levels of cooperation between National Forest Systems and Research, in turn resulting in validation and revision of current monitoring standards.
MIKE MCDONNELL, Biological Technician, Krassel RD—$150 for outstanding performance on the District Fish, Wildlife, Watershed project crew.
JOHN ELLIS, Biological Aid, Krassel RD—For outstanding performance on the District Fish, Wildlife, Watershed project crew.
TOBY THOMPSON, Biological Aid, Krassel RD—For outstanding performance on the District Fish, Wildlife, Watershed project crew.
JOHN BALLENOT, Writer-Editor, New Meadows RD—$750 for outstanding work on the Main Salmon Post-fire Project Environmental Impact Statement.

The following employees were awarded for their contribution to the fire salvage sales effort:

TED DEMETRIADES, Forester, SO—$500 for outstanding support of the analysis and field preparation.
JIMMIE DEMETRIADES, Forestry Technician, SO—$500 for outstanding support of the mapping and field preparation.
CLARK LUCAS, Forester, Council RD—$650 for excellent performance in sale preparation.
MARGARET ANDERSON, Forester, Council RD—$650 for excellent performance in sale preparation.
SCOTT HOWERTON, Forestry Technician, Council RD—$500 for outstanding effort in sale preparation.
RICCI L. DEWEESE, Forestry Technician, Council RD—$500 for outstanding efforts in sale preparation.
MELANIE SUTTON, Forestry Technician, Council RD—$500 for outstanding effort in sale preparation.
LAURIE S. DOUGLAS, Forester, Council RD—$500 for outstanding efforts in sale planning.
TODD E. STEPHENS, Forestry Technician, Council RD—$500 for outstanding efforts in sale preparation.
KIMBERLY SLYTER, Forestry Technician, Council RD—$500 for outstanding efforts in sale preparation.
ANDREW J. DAUDT, Forestry Technician, Council RD—$500 for outstanding efforts in sale preparation.
DAREL I. SIMPSON, Forestry Aid, Council RD—$500 for outstanding efforts in sale preparation.
STEVEN D. CARTER, Forestry Technician, Council RD—$500 for outstanding efforts in sale preparation.
ROBERT A. SHADWICK, Forestry Technician, Council RD—$300 for outstanding efforts in sale preparation.
PAMELA K. BRACISZESKI, Forester, Council RD—$300 for extra effort in sale preparation.
LISA L. COLYER, Forestry Technician, Council RD—$300 for extra effort in sale preparation.
GENEVA M. WOODS, Forestry Technician, Council RD—$300 for extra effort in sale preparation.
SHERYL A. WOODY, Forestry Technician, Council RD—$300 for extra effort in sale preparation.
ROBERT J. GRATTON, Forestry Technician, Council RD—$300 for extra effort in sale preparation.
MIKE CRAWLEY, Forester, Council RD—$300 for extra effort as silviculturist/NEPA Team Leader for the Willow Basin and Elk Ridge recovery projects while detailed to the Moab and Monticello RDs, Manti-LaSal NF.

Appointments
JERRI ELLER, Office Automation Clerk, New Meadows RD.
KELLY WOODS, Forestry Technician, Council RD.

Conversions
ROLF GOERKE, Forestry Technician, Krassel RD.
MARGARET GOERKE, Forestry Technician, Krassel RD.
JERRY OGAWA, Lead Forestry Technician, Smokejumper Base.
LEO CROMWELL, Lead Forestry Technician, Smokejumper Base.

Promotions
RANDY SWICK, Land Management Planner, SO to District Ranger, McCall RD.
ELIZABETH CLARK, Survey Technician, SO to Cartographic Technician, SO.

Promotions in Place
JEFF LUFF, Fire Management Officer, New Meadows RD.
MONTE HURD, Assistant Fire Management Officer, Weiser RD.
M.G. DAY, Forestry Technician, Council RD.

Reassignments
DEANNA FLEMMER, Budget Analyst, SO to Grants/Cooperative Agreements Specialist, SO.
RODNEY JORGENSEN, Soil Scientist, SO to Soil Scientist, Weiser RD.
JAMES REES, Wildlife Biologist, SO to Wildlife Biologist, Krassel RD.
SANDI HOLBROOK, Forestry Technician, McCall RD to Forestry Technician, New Meadows RD.
RICHARD FOSTER, Supervisory Forester, New Meadows RD to Resource Information Specialist, SO.
CURT SPALDING, Forester, SO to Land Management Specialist, SO.
ERIC VEACH, Fishery Biologist, New Meadows RD to Fishery Biologist, Council RD.
ROD LUDVIGSEN, Forester, New Meadows RD to Resource Information Specialist, Zone GIS Coordinator, New Meadows RD.
TRACY BECK, Forester, New Meadows RD to Land Management Planning Specialist, New Meadows RD.
GREG VERGARI, Supervisory Forestry Technician, Council RD to Forestry Technician (Fire Management Officer), Council RD.

Transfer Out
MARCI NIELSEN-GERHARDT, Soil Scientist, Council RD to Hydrologist, Nez Perce NF, Selway RD.
HEIDI BIGLER COLE, Public Affairs Assistant, SO to Public Affairs Assistant, RO.
JOY THOMAS, Personnel Management Specialist, SO to Personnel Officer, Boise NF.
DIANNA L. BATE, Resource Clerk, Krassel RD to Procurement Clerk, Boise NF, SO.

Transfer In
CINDY TENCICK, Forester, Cascade RD, Boise NF to Forester, SO.

SALMON/CHALLIS NFs

Cash
PETER SCHULDT, Forestry Technician, North Fork RD—$1,000 for excellence and professionalism in Sale Administration on the North Fork, Salmon and Cobalt, and Leadore RDs in 1994 and 1995.

Spot
WILLIAM BAER, Forestry Technician, North Fork RD—For exhibiting exemplary performance in timber sale preparation and fire responsibilities for FY 1995. All duties were performed in a cost-effective and timely fashion.

Performance
THOMAS BONN, Supervisory Civil Engineering Technician, SO—For excelled performance, leadership, expertise and special effort in helping to accomplish the greatly increased engineering workload due to the Salmon and Challis Forest combination.
SARAH LAU, Civil Engineer, SO—For excelled performance and special effort as the Inspector/COR Boat ramp and the Cache Bar boat ramp.
VICKI SCALES, Civil Engineering Technician, SO—For consistent high quality performance in the areas of budgeting fleet management, records and reports.
DANIEL TOERPE, Civil Engineer, SO—For expertise, knowledge and coordination of the combined Forests' water, sewer, buildings and hazmat programs.
JOSEPH CARVELHO, Forestry Technician, SO—For continuing excellence as interagency fire management officer responsible for supervising the Salmon and Challis NF's and the Salmon District BLM Interagency fire center.
JAMES WERNER, Supervisory Civil Engineer, SO—For leadership displayed throughout the year. Contributing to a successful combination of the Salmon & Challis NF engineering organizations while operating with a minimum of supervision.
DOUG BASFORD, Forester, SO—For continually providing the highest level of silvicultural expertise, especially in the areas of natural regeneration, tree growth, and uneven-aged management as they relate to achieving a balanced mix of resource objectives.
ALEX DAVIS-BOTELLO, Outdoor Recreation Planner, SO—For outstanding accomplishments while the branch was short-handed.
CHARLES WENGER, Resource Wildlife Biologist, SO—For continued superior performance in the wildlife program.
LEON JADLOWSKI, Fish Biologist, SO—For continued superior performance in the fisheries program.

Special Act
EMMA MOORE, Resource Specialist, SO—For exemplary timber sale contract folders, timber sale statements of accounts, and timber sale billings reviewed during the 1995 regional office timber sale audit on the Salmon/Challis NF.
CLIFFORD KEENE, Forester, SO—For special efforts in making the conversion to the RMRIS automated stand record and reporting system a success in our first year of use.
TIMOTHY JONES, Forester, SO—For contributing to the effective and efficient combination of the Salmon and Challis NF lands program.
ALLAN HENDERSON, Supervisory Forester Administration, Salmon & Cobalt RD—For exceptional dedication and performance in minerals administration directly contributing to the successful on-the-ground implementation of the beartrack project.
LYNN BENNETT, Supervisory Environmental Coordinator, SO—For breaking new ground by coordinating to completion the first timber sale EIS to be prepared by the Salmon and Challis NF, while improving our ability to address biodiversity and landscape ecology issues.
RAYMOND DAVIS, Maintenance Worker, North Fork RD—For continually providing professional assistance in a timely manner to the programs—wildlife, range management, noxious weed, travel management & fisheries. Raymond's skills and "can do" attitude have helped increase productivity and program effectiveness as well as helping save the government time and money.
ANN MATEJKO, Public Affairs Specialist, Targhee SO—For your willingness and ability to undertake editing assignments for the wilderness planning efforts on the Frank Church-River of No Return Wilderness.
RUSSELL BJORKLUND, Minerals Specialist, Cobalt RD—For conducting and completing NEPA analysis for the complex minerals exploration plan of operation while performing other administration duties to a high standard.

Quality Step Increase
JUDY CARVELHO, Support Services Specialist, Salmon & Cobalt RD—For sustained outstanding performance as District SSS during the consolidation of the Salmon and Cobalt RD.
MERRY HAYDON, Archaeologist, SO—For outstanding performance during FY 95 as assistant Forest Archaeologist in contract administration, public interpretation, professional development, interpersonal relationships, and civil rights.
STEPHAN MATZ, Archaeologist, SO—For outstanding accomplishments in the management of heritage resources.
DONNA LEUZINGER, Information Assistant, Middle Fork RD—For outstanding performance and dedication to customer service (external and internal) and accomplishment of District goals.
BERT GOULD, Civil Engineering Technician, North Fork RD—For outstanding performance in FY 95.
ROBERT MARTIN, Minerals Management Specialist, SO—For dedication efforts and professionalism in coordinating remediation activities at the Blackbird Mine site.

Length of Service
KENNETH WOTRING, Natural Resource Manager, SO—20 years.
LARRY SIDLO, Telecommunications Specialist, SO—10 years.

Time Off
NORMA STAAF, Landscape Architect, SO—For superior performance of duties while the branch was short-handed.

Length of Service
ROBERT ROSE, Fish Biologist, SO—10 years.
ELIZABETH WATERS, Resource Assistant, SO—5 years.
KENDRA SABO, Information Assistant, SO—5 years.

Appointments
EDWARD HAYES, Forestry Technician, Salmon & Cobalt RD.

Promotions
ROBERT RUSSELL, Forester (Administration), Salmon RD, to Supervisory Natural Resource Manager, SO.
STEPHANIE PHILLIPS, District Ranger, Bighorn NF, to Supervisory Land Use Planner, SO.
PETER SCHULDT, Forestry Technician, North Fork RD, to Forestry Technician, North Fork RD.

Promotions in Place
CARA DENNY, Information Receptionist, Leadore RD.

Reassignments
SHIRLEY HYDE, Office Automation Clerk, SO, to Information Receptionist, SO.
KENDRA SABO, Information Assistant, North Fork RD, to Information Assistant, SO.
KATHY SEABERG, Business Management Assistant, Salmon & Cobalt RD, to Computer Assistant, SO.
ANTHONY BOTELLO, Forestry Technician, Rogue River NF, to Lead Forestry Technician, North Fork RD.
PATRICIA HACKETT, Civil Engineering Technician, Apache-Sitgreaves NF, to Civil Engineering Technician, SO.
DEBBIE NORTON, District Ranger, Idaho Panhandle NF, to District Ranger, Salmon & Cobalt RD.
BETH WATERS, Resource Assistant, Salmon & Cobalt RD to Resource Assistant, SO.

SAWTOOTH NF

Spot
DAVID COYLE, Forestry Technician, Sawtooth NRA—For Superior operation and maintenance of Grand Jean Campground.
KEVIN BRENDEN, Forestry Technician, Sawtooth NRA—For superior performance in implementing mitigation for the protection of the endangered Chinook Salmon on the upper main Salmon River.

Special Act
LARRY HOREJS, Engineering Technician, SO—For sustained superior performance as a contract inspector administrating numerous recreation construction projects on the Sawtooth NF.

Reassignments
ALISON NELSON, Forester (Recreation), Sawtooth NRA.

TARGHEE NF

Cash
WALLACE BUNNELL, Forest Engineer, SO—For outstanding leadership of the Forest Engineering Program during major downsizing and reinvention, and accomplishing Forest programs with greatly reduced Engineering staff.
DEBRA BUSTER, Supervisory Personnel Assistant, SO—For a "Can-do," willing, and quick-service attitude and for consistently performing at a high level.
JIM DORR, Soil Scientist, Ashton RD—For extra effort in achieving Ecological Unit Inventory acreage targets under adverse conditions while maintaining high quality.
MICHELLE HEAPS, Personnel Management Specialist, SO—For Sustained Superior Performance throughout FY 95.
SCOTT KIDD, Engineering Equipment Operator Foreman, SO—For outstanding performance of duties during the year and for constantly going above and beyond the call of duty.
SARAH LEAHY, Student Trainee Soil Scientist, Ashton RD—For extra effort in achieving Ecological Unit Inventory acreage targets under adverse conditions while maintaining high quality.
JUDY WARRICK, Ecologist, Ashton RD—For extra effort in achieving Ecological Unit Inventory acreage targets under adverse conditions while maintaining high quality.
JOYCE ERSKINE, Personnel Clerk, SO—For outstanding performance and exemplary customer service.
LORELEI FRENCH, Personnel Clerk, SO—For extraordinary personal efforts and services provided which contributed significantly to the successful combination of two national forests in addition to the daily Personnel operations of the Salmon/Challis and Caribou NF.
EVELYNN HURT, Personnel Management Specialist, SO—For extraordinary personal efforts and services provided which contributed significantly to the successful combination of two national forests in addition to the daily personnel operations of the Salmon/Challis and Caribou NFs.
LORI ROWBURY, Personnel Clerk, SO—For extraordinary personal efforts and services provided which contributed significantly to the successful combination of two national forests in addition to the daily Personnel operations of the Salmon/Challis NFs.
JACKIE YOUNG, Administrative Clerk, SO—For outstanding performance and contributions in FY 1995. For maintaining the property records in an outstanding manner and developing property training for other units.

Group
TARGHEE LANDSCAPE ANALYSIS TEAM—JOHN COUNCILMAN, Forester, Island Park RD; GARY DEAN, Fishery Biologist, Palisades RD; RHONDA SUE HELZNER, Supervisory Natural Resource Specialist, Teton Basin RD; DUANE MONTE, Soil Scientist, SO; BRENT PORTER, Supervisory Forester, Palisades RD; CHERY PROBERT, Rangeland Management Specialist, Dubois RD; DAN TROCHTA, Supervisory Wildlife Biologist, Island Park RD—For outstanding contribution to implementation of Ecosystem Management in the Targhee NF through completion of the Centennial Mountains Landscape Analysis Project.

TARGHEE TIMBER TEAM—MIKE ALFIERI, Forestry Technician, Island Park RD; TOM DILLON, Forester, Island Park RD; DENVER ERICKSON, Forester, Dubois RD; BRENT ERSKINE, Forester, Palisades RD; DAN LORDS, Supervisory Forestry Technician, Ashton RD; GENE MCGREGOR, Forestry Technician, Teton Basin RD; ROBERT RILEY, Supervisory Forester, SO; TERI THOMAS, Resource Specialist, SO—For extra effort in implementing the Targhee NF Timber Team that resulted in efficient preparation and administration of all assigned timber sales with a reduced workforce.

DALE PEKAR, Supervisory Land Management Planner, SO; MARK ORME, Wildlife Biologist, SO; FRED STRAUS, Land Use Planning Specialist, SO; LEON BLEGGI, Civil Engineering Technician, SO; LYNN BALLARD, Natural Resource Specialist, SO; KATINA HARRISON, Office Automation Clerk, SO; ED FISCHER, Land Use Planning Specialist, SO; and ALAN SILKER, Supervisory Natural Resource Specialist, SO—For continued commitment and dedication towards completing the Draft EIS and Forest Plan Revision.

Special Act
CAROL CUSHING, Forest Planner, SO—For outstanding leadership and team effort in the Targhee Forest Plan Revision effort during FY 95.
KLARA VARGA, Botanist, Ashton RD—For extra effort in achieving Ecological Unit Inventory acreage targets under adverse conditions while maintaining high quality.
STUART CARLSON—Forestry Technician, Palisades RD—For exceptional performance in working on the Snake River Basin Adjudication.

Personnel

Quality Step Increase
TERRY BOWERMAN, Soil Scientist, Ashton RD—For exceeding accomplishments with a reduced staff, volunteering to help on challenging projects and being a team player.
RONALD DICKEMORE, District Ranger, Palisades RD—For outstanding accomplishment by the Palisades RD in FY 95 and for leadership of the Forest-wide Recreation and Lands Program.
DAVID DILLARD, District Ranger, Ashton RD—For outstanding accomplishment by the Ashton RD in FY 95 and for leadership of both the Forest-wide Landscape Analysis and Timber Programs.
ANGELA FARR, Personnel Management Specialist, SO—For showing a high level of expertise in the performance of duties and commitment to job and co-workers. For work that is well staffed out and leaves little doubt as to what decisions are needed for final outcome. Highly regarded in area of expertise Service-wide.
KONIE GARDNER, Personnel Clerk, SO—For outstanding performance and exemplary dedication and service during FY 95.
SUSAN HEALD, Supervisory Forester, Ashton RD—For outstanding achievements in revitalizing the Targhee NF Silviculture Program and providing strong direction as writer-editor in the Forest Plan Revision Draft EIS.
MARTHA MERRILL, Resource Assistant, Ashton RD—For accepting additional responsibilities in FY 95, exceeding those expectations, and being a team player.
JACQUELINE HILL, Civilian Pay Technician, SO—For extraordinary customer service and unique management of her programs. Her performance has exemplified a tenacious ability in all aspects of her position.
ANETTE ZOLLINGER, Personnel Management Specialist, SO—For an outstanding level of performance in all elements. She has been instrumental in dealing with major issues on the Forests she services and has overcome some tough obstacles in order to get the job accomplished.

Promotions in Place
DANIEL DELANY, Fishery Biologist, SO.

Length of Service
35 YEARS—CLARENCE MURDOCK, District Ranger, Dubois RD.

30 YEARS—LEON BLEGGI, Civil Engineering Technician, SO; RONALD DICKEMORE, District Ranger, Palisades RD; THOMAS DILLON, Forester, Island Park RD; and CHARLES SORENSON, Administrative Officer, SO.

25 YEARS—LESTER HENMAN, Forestry Technician, Dubois RD.

20 YEARS—DENVER ERICKSON, Forester, Dubois RD; BRAD EXTON, District Ranger, Teton Basin RD; WALTER GROWS, Range Conservationist, SO; SCOTT KIDD, Engineering Equipment Operator Foreman, SO; and DUANE MONTE, Soil Scientist, SO.

15 YEARS—JAYNE CARDENAS, Civil Engineering Technician, SO; DAVE DILLARD, District Ranger, Ashton RD; EVELYNN HURT, Personnel Management Specialist, SO; and EUGENE MCGREGOR II, Forestry Technician, Teton Basin RD.

10 YEARS—ROBERT BOYLES, Computer Assistant, SO; DEBRA BUSTER, Supervisory Personnel Assistant, SO; JAMES COX, JR, Supervisory Forestry Technician, Island Park RD; BARBARA KNIELING, Forestry Technician, SO; and DIANNA MECHAM, Resource Assistant, Teton Basin RD.

5 YEARS—GRANT DAVIS, Engineering Equipment Operator, SO; KEVIN DUNCAN, Information Receptionist, Palisades RD; KATINA HARRISON, Office Automation Clerk, SO; CHARLES JOHNSON, Telecommunication Specialist, SO; KAYLENE MONSON, Rangeland Management Specialist, Palisades RD; and KAYE ORME, Forester, Island Park RD.

Promotions in Place
SARAH LEAHY, Student Trainee Soil Scientist, Ashton RD.

Reassignments
BRAD EXTON, Forester, Teton Basin RD to District Ranger, Teton Basin RD.
SID KELLER, Computer Specialist, RO to Computer Specialist, SO.

Following is a tribute to Mark Sucher, Law Enforcement Officer, who passed away in October. The poem was written by Jeanny Kim, a former Wasatch-Cache National Forest employee.

We lost a good man today.
A rare man of integrity and character,
full of love and goodness and values
far greater than we would allow.
In a smoke-filled arena
we claim as our world, he was our beacon of light,
our stream of conscience that always led us
on an uncluttered path.
He gave us direction when we floundered,
protection when we suffered,
and compassion when we grieved.
He helped us believe in our ability for kindness
and fostered our growth towards humanness.
He was a good friend.
And while he is no longer with us in form,
he will always be with us in spirit.

Good night, Mark. We will see you again.

SHOWCASE ON SERVICE

June 30, 1995

Jerry Reese
Targhee National Forest

Dear Jerry:

In this busy world, we don't take time to thank the people who go out of their way to help us. I know all too often I assume that everything will just work out and then go on to the next crisis. However, I can't just let the help that Gerald Anderson gave us on the search for the fugitive who shot Idaho State Police Officer Junior Gonzales on the 29th of May just go by.

In this day and age, it seems like everyone is pointing fingers at everyone else—the City doesn't like the County, the County doesn't like the State, the State, the Feds. Well, we pulled one off here in Fremont County. We all worked together and brought this terrible incident to an end without anyone being seriously injured.

I want you to know I was very proud of the way Gerald conducted himself and for all of his help. He was there to do anything we asked of him, and I can't tell you how much I sincerely appreciate this.

I'm looking forward to working with Gerald for many more years. Thanks again.

Sincerely,

T.J. Thompson
Fremont County Sheriff

United States Department of Agriculture
Forest Service
Federal Office Building
324 25th Street
Ogden, Utah 84401

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Idaho City District Employees Move Into New Office After September Fire

Employees from the Idaho City RD recently moved into a newly constructed district office after a September 10 fire that forced them from their former office.

An electrical fire caused severe smoke and heat damage to portions of the building and left computer equipment in plastic puddles on the floor.

"We're very pleased to move into this new building," said Hal Gibbs, District Ranger. "We were ready for a place to call home."

After the fire, district personnel moved into bunkhouses and other buildings to continue their day to day work until the new building could be completed. The building was already planned and under construction when the fire occurred.

The new building is right on Highway 21, on the east side of the highway about a half mile from the old building. The Idaho City District Office sign is in front of the building for easy identification.

"The new office should be easy to spot," said Linda Younger of the Idaho City District. "It's the newest two-story building in town—and the only building in town with an elevator!"

by Lynette Berriochoa
Public Affairs Specialist
Boise National Forest

February is Black History Month

Guion S. Bluford, Jr., became the first African-American to travel in space. In August 1983, he and four other astronauts orbited the earth in the space shuttle, Challenger. During the Challenger's six-day flight, the crew performed many tests. Bluford assisted in testing the shuttle's remote manipulator arm. This arm would prove invaluable in subsequent shuttle flights. Bluford also launched a communications and weather satellite for India.

Bluford was born in Philadelphia in 1942. He joined the Air Force in 1964 and received a PhD in aerospace engineering from the Air Force Institute of Technology in 1978; soon after, he became an astronaut candidate. He was promoted to lieutenant colonel in 1980.

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